

**Workforce Investment Act Funds SFP  
Proposal Package Instructions  
Category 2 Industries with a Statewide Need – Nursing Shortage in  
Healthcare**

The healthcare industry has a well-documented shortage of nurses statewide. This shortage will continue to grow without proactive plans to retain and upgrade current employees in the field as well as plans to recruit and train additional participants for the nursing field. On April 13, 2005, Governor Schwarzenegger announced a \$90 million California Nurse Education Initiative. In addition to this initiative, the funds available in Category 2 of this SFP will focus exclusively on training for Licensed Vocational Nurses (LVNs) and Registered Nurses (RNs) and upgrading Associate Degree Nurses (ADNs) to Bachelor of Science Nurses (BSNs). While LVN's can be trained under this category, priority for funding will be given to projects that concentrate their efforts on increasing the number of RNs. Applicants may request up to \$800,000 of Workforce Investment Act (WIA) 15 Percent funds.

To compete, all proposals must respond to each section below. Forms can be downloaded by clicking on the available links below.

**1. Cover/Signature Page (Includes Proposal Summary)**

The purpose of the [Cover/Signature page](#) is to provide applicant contact information, the amount of funding requested, the proposal summary and an authorized representative's signature. All sections of the Cover/Signature Page must be completed. The proposal summary must be limited to 100 words.

**2. Proposal Narrative (Maximum 100 points plus possible 10 bonus points)**

The [Proposal Narrative Category 2](#) contains eight sections as detailed below. Each section will be reviewed and scored individually. The Proposal Narrative is limited to 20 pages.

**Section I - Statement of Need (Maximum 10 points)**

Describe the geographical area the project will target and the economic and workforce conditions in the area. Describe the shortage of LVNs and RNs in the area including what factors contributed to the shortage and how the shortage was determined. Provide supporting data with sources. Explain why the need cannot be addressed with existing resources through the local or regional service delivery infrastructure.

**Section II - Target Group (Maximum 10 points)**

Describe the characteristics of the target population that will be served by this project including barriers and occupational skill needs. Explain how the target group was identified. Complete and attach the [Target Group Planning Chart](#) (SFP Form 1). In Section A, specifically identify the types and number of individuals that will be served such as students, employed CNAs, employed LVNs, employed RNs, unemployed non-practicing RNs, etc. Explain how the target population will be able to transition/upgrade in the nursing field and increase the number of nurses in the area.

### Section III - Planned Approach (Maximum 25 points)

Describe the methods that will be used to identify and select participants. Demonstrate how these methods will enable you to reach the target population.

Describe the service process that will be used to achieve the planned goals and objectives and include a service process flowchart. Describe the specific types of services and training that will enable participants to attain, retain or advance in the nursing field.

Identify who will be providing the services/training. Specifically identify the colleges or other providers that will be conducting the training. Complete the [Expected Outcomes for Increasing Nurses Chart](#) (SFP Form 8) to illustrate the expected results of all local efforts to increase the number of nurses. The data must summarize all of the colleges and other training providers that will participate in the project. Check the applicable box identifying if the information is for RNs or LVNs. If the project is serving both groups, complete a form for each group.

Describe the nursing occupations that will be targeted and the employer sites or facilities that will benefit by this project.

Describe how your service plan will be able to achieve the goals and objectives of the project in a timely manner. Complete and attach the [Proposal Work Plan](#) (SFP Form 2) that includes objectives/activities and timelines. The following are some examples of objectives/activities that may be included:

Objectives/Activities	Estimated Dates
Project Staff Hired	December 2005
Recruitment of participants begins	December 2005
Participant assessments and enrollments begin	January 2006
CNAs begin LVN training	January 2006

### Section IV - Goal and Objectives (Maximum 10 points)

Complete the Return on Investment Matrix (ROI) as follows:

- Part 1 - Participant Information. Enter the total number of planned enrollments and entered employments. Enter the number of participants that are planned to retain unsubsidized employment for 6 months after placement and how many participants will receive training.
- Part 2 - Cost Information. Enter cost information in column (B) using only the amount of funds requested in this proposal. In column (C) provide the costs using all resources available to the project, including the grant funds requested. Enter the cost per participant, per entered employment, per retained employment and per trainee for each column.

Complete the Performance Goals Matrix for the applicable target population that the proposal will serve. A proposal may serve only adults or only youth or a combination of both. If the planned proposal goals are different than the State performance goals, provide an explanation. The State performance goals are listed in Section 8 D of this SFP.

Complete Section B of the [Target Group Planning Chart](#) (SFP Form 1) summarizing your planned outcomes/benefits for each target group identified. Provide a brief description on the chart of the expected outcomes/benefits that are relevant to the success or impact of the project. A target group may have more than one outcome. Outcomes/benefits can be described in terms of skills attained; degrees, licenses or certificates attained; wage gains; entered employments, etc. Outcomes/benefits must be clearly described, relevant to the project, reasonable and measurable. In Section IV. of the Narrative describe how the outcomes/benefits will be measured and provide any further clarification to demonstrate their effectiveness.

## **Section V - Local Collaboration (Maximum 15 points,)**

Creating effective partnerships is a key element of any workforce development system and is an essential component of this SFP. The criteria in this section are divided into two parts depending on who is applying. If the Local Workforce Investment Area Administrative entity (LWIA) is the applicant, they must address criteria in part A. If the applicant is not a LWIA, they must address criteria in part B.

### ***Part A - LWIAs only:***

Describe how the LWIA has successfully formed effective partnerships with local community based organizations, employers, education and others. Demonstrate how these organizations will complement the services provided by the LWIA under this proposal. Complete and attach the [Partner Roles and Responsibilities Chart](#) (SFP Form 3) identifying the local partnerships that will be used to coordinate and provide services under this proposal. Describe each partner's roles and responsibilities.

### ***Part B - Non-LWIA's only:***

Describe how your organization has successfully established linkages with the LWIA. A listing of the LWIAs is available on the EDD Web site at [www.edd.ca.gov/wiarep/wialoc.htm](http://www.edd.ca.gov/wiarep/wialoc.htm). Describe any actions you have taken to partner with the LWIA and the roles and responsibilities that the LWIA will perform in conjunction with this proposal. Complete and attach the [Partner Roles and Responsibilities Chart](#) (SFP Form 3) identifying the other local partnerships (excluding the LWIA described above). Include local community based organizations, employers, education and others that will be used to coordinate and provide services under this proposal. Describe each partner's roles and responsibilities.

## **Section VI – Resource Utilization (Maximum 10 points plus up to 10 bonus points)**

A 20 percent match from cash and/or in-kind resources is required. Applicants that do not meet this requirement will lose 5 points from their total score. Identify the cash and in-kind resources that will be used as match to support activities or expand and sustain the proposed project. Complete the Resource Utilization chart in the Proposal Narrative identifying the name of the provider, a description of the fund source, the type of resource and the amount. Provide any further explanation in the space provided in the narrative.

It is the intent of this SFP to fund projects that ensure the non-duplication of services and the sustainability of the proposed activities once funding under this grant ceases. Describe how each provider identified in the Resource Utilization Chart will contribute to the goals of the project, ensure non-duplication of services and provide future sustainability. If the applicant has received WIA 15 percent funds within the past four years for a similar project, provide an explanation of why the continuation of funds is needed and what efforts will be made for future sustainability without these funds.

Projects that can demonstrate a non-WIA cash match that is equal to or greater than 20 percent will be rewarded with bonus points as follows:

- 20 to 32 percent cash match 5 points
- greater than 32 percent cash match 10 points

Bonus points are awarded for non WIA cash match, not for in-kind resources. A letter of commitment must verify the cash match and be included as an attachment to the proposal. A non WIA cash resource must be dedicated specifically to this project and in effect increases the budgeted amount available to the project. Using only the providers from the Resource Utilization Chart that will qualify for the cash match, complete the Cash Match Chart. Enter the provider, fund source, and amount that will be used as cash match to benefit this proposal.

## **Section VII - Statement of Capabilities (Maximum 10 points)**

Describe the organization's capability to conduct and administer a federally funded project including your ability to collect and report financial and participant performance data as required. Provide examples of past or present experience in managing projects similar to this proposal. Describe your organization's infrastructure including proposed staffing for this project that demonstrates your ability to achieve the project goals.

## **Section VIII. - Budget Summary Narrative and Plan (Maximum 10 Points)**

Complete and attach the [Budget Summary Plan](#) (SFP Form 4) that details the specific line item costs of the proposal. Costs must be necessary, reasonable and allowable in accordance with WIA and the applicable Directives and OMB circulars. Column A must contain the requested WIA 15 Percent funds. Under Column B, enter the non-WIA cash match resources identified in proposal narrative Section VI. 3., Cash Match Chart. Column C is the sum of Columns A and B.

In Section VIII of the narrative, describe how the proposed costs are necessary and reasonable in terms of benefits to participants.

If applicants plan to purchase equipment that has a unit cost of \$5,000 or more and a useful life of more than one year, you must complete the [Supplemental Budget Form](#) (SFP Form 6), Section I. Equipment. All equipment with a unit cost of \$5,000 or more will be subject to prior approval by EDD and will be negotiated in conjunction with contract completion with successful applicants. EDD has defined the equipment purchase procedures in Directive WIAD03-9. Due to the short-term nature of these projects, applicants are encouraged to lease or rent high cost equipment.

If applicants plan to budget contractual services, you must complete the [Supplemental Budget Form](#) (SFP Form 6) Section II. Contractual Services.

### **3. Expenditure and Participant Plan**

Proposals must complete and attach the [Expenditure and Participant Plan](#) (SFP Form 7). Enter planned cumulative expenditures for each period ending date specified in Section I A. WIA 15 Percent Expenditure Plan. Do not complete Section I B. WIA 25 Percent; this section is for Category 4 VEAP applications only. If funding is awarded, monthly expenditure and participant plans will be required.

Enter the total planned enrollments for each period end date specified in Section II. A. of the Participant Plan. This participant plan is the cumulative number of individuals that will be enrolled and receive services under this proposal. Enter the number of participants that will receive core/intensive services, training, follow-up after entered employment and follow-up after exit on lines B1 through 4. Since participants can receive multiple services, lines B1 through B4 will not sum to line A. See Appendix B. WIA Allowable Activities for a definition of the WIA services.

Each proposal should include follow-up services for participants after they are placed in unsubsidized employment and after they have exited from the project. The follow-up is intended to support the client in retaining employment and continuing to improve their employment success after exit. The final follow-up design will be negotiated with each successful applicant during contract negotiations.

Section II. C. Planned Results collects cumulative planned participant data for those exiting the program. Enter the total planned participants exiting for each quarter end date specified on line C1. On lines C1.a enter the total participants that will be placed in unsubsidized employment. On line (1), enter the number of participants placed in unsubsidized employment that received training. Line C1.b Employability Enhancements is defined as those participants that either entered military service, entered a qualified apprenticeship program, entered advanced training, attained a recognized certificate/diploma/degree, attained a high school diploma/GED or returned to secondary school (youth only). Line C1.c Other Exits are participants that exited for reasons other than entered unsubsidized employment and employability enhancements.